



OUR GOAL

"We want to develop teachers who are thinkers and problem-solvers, who ask questions about their practice, and constantly seek solutions, who are committed and passionate advocates for learning for all children".

New Teacher Center

The Teacher Support System was established by the 2009 Legislature to provide trained mentors for first-year teachers in North Dakota.

- First-year teachers eligible to participate are those who are in their first year of contracted teaching and are employed by a public school district in North Dakota. Teachers contracted to private schools, REAs, Career and Technical centers or special education units are not presently eligible.



**North Dakota
Teacher Support System**

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MENTORING PROGRAM



**North Dakota
Teacher Support System**

Provide valuable support for your first-year teachers.

TSS PROVIDES

- ADMINISTRATOR TRAINING
- MENTOR TRAINING
- TRAVEL EXPENSES
- STRUCTURED REQUIREMENTS FOR ALL PARTICIPANTS
- SEMINARS FOR FIRST-YEAR TEACHERS AND MENTORS
- STIPENDS FOR MENTORS
- ONLINE CLASS FOR FIRST-YEAR TEACHERS

BUILDING ADMINISTRATORS complete an online training to help them understand the program, select the most effective mentors, and support both the first-year teacher and the mentor.

The ♥ of our program is one-on-one conferencing time between mentors and first-year teachers.

MENTORS

- Participate in a two day initial training (can be taken for credit)
- Spend a minimum of 18 hours each semester in one-on-one conferencing time with first-year teacher.
- Participate in a one-half day Mentor Seminar each semester.
- Observe the first-year teacher and provide feedback.
- Receive a stipend from the TSS for their work.

FIRST-YEAR TEACHERS

- Participate in 18 hours of one-on-one conferencing time with mentor each semester.
- Spend a minimum of one full day per semester on observations by/of/with the mentor.
- Participate in one-half day First-year Teacher Seminar each semester.
- Can earn continuing education credits for participation.

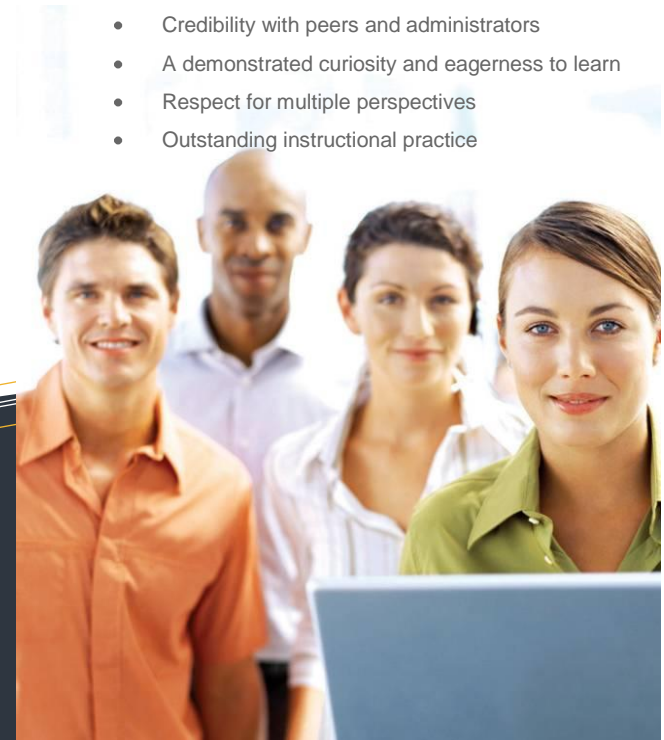
MENTOR SELECTION

KEY CRITERIA FOR MENTOR SELECTION

- Each mentor works with one beginning teacher.
- Close proximity is important ... mentors and first-year teachers should be in the same building if possible.
- The more closely the job descriptions of the two are aligned, the better ... i.e. same grade level, same content area.

CRITICAL SELECTION CRITERIA (GLESS AND MOIR)

- Strong interpersonal skills
- Credibility with peers and administrators
- A demonstrated curiosity and eagerness to learn
- Respect for multiple perspectives
- Outstanding instructional practice



OUR GOAL IS TO SUPPORT FIRST-YEAR TEACHERS. HOW CAN WE HELP YOU?

For more information, contact Laurie Stenehj, TSS Coordinator lstenehj@nd.gov 701.328.9644